

CLERGY COMPENSATION FOR 2008

A resolution of the 1976 Convention states that *“the salary and allowances of each diocesan and parochial ecclesiastical and administrative position be published annually in the Journal.”*

Cash salary should be total of salary before any designation of salary for housing. *[Cleric X is given a salary of \$24,000 and housing of \$12,000 but cleric X wishes \$8,000 of salary to be housing with a resulting salary of \$16,000 and housing of \$20,000, the amount in the table/form should be \$24,000 salary and \$12,000 housing.]*

Utilities allowance has to be fixed at a dollar value in order to use the accepted formula for the value of houses owned by the church as rectories, vicarages, etc.

Value of church-owned housing is computed on the same basis as it is for the Church Pension Fund: 30% of cash salary plus utilities and FICA allowance.

Equity Allowance is provided for clergy who live in church-owned housing.

Cash for housing is the dollar amount provided in place of rectory, vicarage, or other church-owned property. In some cases it includes utilities. (not including any designation of cash salary as housing)

Total compensation is the sum of cash salary (including any allowance for clergy self-employment tax of FICA), utilities, and housing.

Allowances are reimbursement rather than compensation. They are most commonly payments for the use of a personally-owned automobile for church business, and sometimes, for entertainment and other official expense.

Title:				
Full or Part-Time:				
Cash Salary (+FICA):				
Utilities:				
Value of Housing:				
Equity Allowance:				
Cash for Housing:				
Total Compensation:				
Allowances*:				

Do these compensation packages conform to the Diocesan Personnel Policies and Guidelines? Yes No Don't know

If not, what is your plan to do so? _____

**Please detail allowances on the table on back of this sheet. 📄 📄 📄 📄 📄 📄 📄 📄 📄 📄*

Please detail your allowances in this table:

Title:				
Allowances				
Car:				
Hospitality:				
Other (specify)				
:				
:				

Please give this additional detail for each Clergy person:

Title:				
Hours per Week:				
Pension Premiums:				
Life Ins. Premiums:				
Life Ins. Coverage:				
Health Ins. Premiums:				
Health Ins. Coverage:				
Disability Insurance				
Long-Term:				
Short-Term				